Mentoring Programme 2023

Since the outbreak of the war in Ukraine, millions of people have been forced to leave their homes. In such an exceptional situation, those affected face diverse challenges. How can you find your feet in a country not your own? How do you find perspectives in the midst of uncertainty? How can you make connections in a new place?

Displaced women working in the field of art and culture are especially dependent on local players and their networks when it comes to procuring studio and exhibition spaces or obtaining guest positions in theatres. That also applies in particular to members of the LGBTIQ community who work in the field of art and culture. They belong to a particularly vulnerable group and depend on becoming integrated into regional networks.

The ifa Mentoring Programme supports these groups of people, offering them the opportunity to build new networks and find their feet in a new life situation. These people are provided with a mentor who offers individual support.

The programme is targeted at women working in the field of culture who have fled Ukraine and representatives of the LGBTIQ community working in the field of culture who have fled to Eastern Europe, the Caucasus or Central Asia (mentees).

Mentoring is provided by women and representatives of the LGBTIQ community from Eastern Europe, the Caucasus or Central Asia (mentors).

A total of 35 mentees and 35 mentors can take part in the project. The 70 participants take part in regular online mentoring over a period of five months. ifa provides support throughout the project term in the form of further training seminars and individual consultancy.

The programme will start with an introductory seminar in Budapest and end with a final seminar in Berlin. The aim of the project is to improve access to integration and further training opportunities. It is envisaged that a suprareregional network will be created by the project, contributing to strengthening and supporting women and representatives of the LGBTIQ community and raising their profile. In addition, the aim is to expand capacities through further training and to support refugees in integrating at various levels.

What are the programme contents?

- Introductory in-person seminar in Budapest; costs will be met
- Final in-person seminar in Berlin; costs will be met
- Online further training seminars
- Individual consultancy by the ifa
- Individually tailored monthly mentor-mentee meetings
- An expense allowance for mentors is planned

Requirements for mentors

- Women working in the field of art and culture and members of the LGBTIQ community who work in the field of art and culture, and who are in the following countries at the time of the start of the programme: Armenia, Bosnia-Herzegovina, Croatia, Czechia, Estonia, Georgia, Hungary, Kazakhstan, Kosovo, Latvia, Lithuania, Moldova, Poland, Romania, Serbia and Slovakia
Ideally, involvement in cultural institutions, associations or organisations

Mentors should be able to demonstrate a knowledge of English

Requirements for mentees

The Mentoring Programme is targeted at displaced women from Ukraine and displaced Ukrainian representatives of the LGBTIQ community (mentees) who work in the field of art and culture, and who are in the following countries at the time of the start of the programme: Armenia, Bosnia-Herzegovina, Croatia, Czechia, Estonia, Georgia, Hungary, Kazakhstan, Kosovo, Latvia, Lithuania, Moldova, Poland, Romania, Serbia and Slovakia

Mentees should be able to demonstrate a knowledge of English

Mentoring timeline

Introductory seminar: The introductory seminar for all participants will take place in Budapest in mid September. Mentors and mentees will be brought together on the basis of their common objectives, motives, interests and involvement. Common objectives and milestones will be drawn up in group work and small workshops and set out in individual target agreements between the mentors and mentees in cooperation with project management. The participants will also have the opportunity to become better acquainted with ifa through an on-site visit. A further training seminar on mentoring will take place for mentors during the introductory seminar.

Immediately after the introductory seminar, there will be an exchange of knowledge and experience in groups of two people working in tandem. The mentoring tandems meet (online) at least once a month. The mentoring tandems are responsible for organising the meetings themselves. Through mentoring, mentees can learn from the mentor’s experience and advice, and thereby be supported in implementing their own plans. ifa’s programme coordinators offer support and instruction on appropriate discussion topics and effective communication an ongoing basis to ensure that both mentees and mentors gain the greatest possible benefit from the programme. In addition, workshops tailored specifically to the participants will be organised and held on a regular basis.

Final meeting: The final meeting in Berlin in December will be used for the group to reflect on and evaluate the Mentoring Programme.

The Mentoring Programme will be implemented with funding from the Federal Foreign Office.

Registration

Participation in the programme is free of charge. Interested persons can apply here by 1st of August 2023.

Any queries may be addressed to mentoringprogramm@ifa.de. The decisions will be communicated by e-mail.

Contact

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